



The Faculty and Professional Union Membership Newsletter

Local 1990

AFL-CIO

Volume 1

SEPTEMBER 1986

Number 1

NEWSLETTER DEDICATED TO IMPROVING COMMUNICATION

The Membership Newsletter represents the efforts of Local 1990's Executive Board to provide a regular forum for union news and membership concerns. The Newsletter will appear monthly and will be sent to UC-AFT members on the UCLA campus. In future issues the editors hope to address members' concerns or questions directly. We welcome inquiries, opinions, and other relevant submissions. Address correspondence to: Editors, Membership Newsletter, Local 1990 AFT, Box 542, 308 Westwood Plaza, L.A., CA 90024.

THE 1986-87 Local 1990 EXECUTIVE BOARD

Phil Bonacich, President	x53017
June McMahon, Vice President	x53537
Steve Novak, Secretary	x51450
Jeff Morehead, Treasurer	x54019
Gloria Busman, Grievance Chair	x53180
Katherine King, Membership Chair	x51101
Jeanne Gunner, Publications Chair	x50115
Marde Gregory, Non-Senate Faculty Representative	x53303
Betty Takahashi, Librarian Representative	x51693
Julia Wrigley, Academic Senate Representative	x58372
Tom Miller, Contract Administrator	x54501

UPCOMING MEETINGS AND EVENTS

Executive Board meeting, Monday, 9/29, 5:15 p.m., Haines 252. Members are welcome at all Executive Board meetings.

Membership Party, Thursday, 10/16, 3:00 - 6:00 p.m., Faculty Center. The Membership Party is an opportunity for Local 1990 members to meet the Executive Board officers and fellow members. Invitations will be sent to members of the two collective bargaining units represented by UC-AFT (non-tenure track faculty and librarians), to members of the research unit, and to Academic Senate faculty.

NON-SENATE FACULTY CONTRACT RATIFIED

(Editor's Note: We had hoped that all unit members would have received copies of the new contract by this time. The original August delivery date has come and gone; new delays have cropped up at the system-wide UC offices. The University is responsible for delivering copies of the contract to all departments. We hope to see these copies very soon as a demonstration of the University's continuing good faith and cooperation.)

The following article has been excerpted from an article to appear in the next University Council newsletter:

By 2:00 a.m. on June 1, 1986, it was all over but the ratifying. After twenty-five months of negotiating, the UC-AFT Unit 18 bargaining team had reached an historic agreement with the University of California.

Six union negotiators began the discussions in May, 1984. Co-Chief Negotiators Roz Spafford (Writing Programs--Santa Cruz) and Marde Gregory (Speech--L.A.) led a team of five. In the closing moments of the negotiations, team members were numbed by both the end of the protracted struggle and by the somber recognition that in important ways it had just begun.

The beginning of the ratification process also heralded the beginning of the implementation of the agreement. But the first ever UC faculty contract was in place; the first ever written protections, rights, and responsibilities for non-ladder faculty; the first major University changes for academics. Over the summer, the University Council, the locals, and the team began the work of understanding the agreement, preparing to administer it, and planning sessions to train local contract officers and representatives in the details of the agreement and the enforcement mechanisms.

The new contract embodies the three guiding principles to which the team was devoted: 1. Dignified working conditions for Unit 18 faculty; 2. Unit 18 faculty participation in University life; 3. Building a better teaching environment at UC.

(cont'd. next page)

CONTRACT RATIFIED (cont'd.)

In November of '85 the troublesome matter of job security and the attendant issue of review and evaluation came under negotiation. It took seven formal sessions (and several informal meetings) over a seventeen week period to resolve. Finally, in February of 1986, the job security clause was signed. The UC made more concessions in this article than in any of its other contracts and agreements. In the signing of this article, which guarantees multiple year contracts to unit members after a minimum number of years of service, and which includes standards and procedures for substantive evaluation, the Unit 18 bargaining team had won a major victory.

Courseload was the last major issue to resolve. Courseloads for Unit 18 faculty ranged tremendously across and within the nine campuses; some unit members taught 3 courses per year for a full-time appointment; others taught 12. The agreement that was eventually reached put a nine-course maximum on the quarter system and a six-course maximum on the semester system cap on teaching loads. Actual courseloads not to exceed that maximum will be determined departmentally with consideration for methods of instruction and evaluation, nature of courses, preparations required, number of students expected to enroll, and the availability of support staff.

Although far from ideal, the courseload article was hard to get. The team traded virtually every remaining issue for courseload. Some of those trading chips included areas of binding arbitration, the right to strike, and sabbatical leaves.

By May of 1986 only a handful of relatively minor matters remained to be resolved. Most significantly, the University agreed in a letter of agreement to establish committees on each campus for non-Senate academics for consideration of educational policy questions. (UC Davis has had such an organization for a number of years.) The last bargaining session, held May 29 and 30, 1986, saw these final agreements reached.

At 2:00 a.m. on June 1, 1986, the agreement was signed. After only a few hours of sleep, the bargaining team reconvened to write a summary of the contract and to work out the logistics of ratification.

In early June, Unit 18 members at all UC campuses received a copy of the contract summary and a letter from the bargaining team highlighting the contract's strengths and weaknesses. Unit members on each campus voted for or against ratification; the result of this voting determined the campus' vote. The overall result was resounding approval for the contract.

That is the story of the Unit 18 contract, minus lawsuits and unfair labor practices and other legal actions undertaken and now either dismissed or awaiting resolution.

This is really the story of over 27 months in the lives of the negotiating team. Marde Gregory, spokesperson for the union for much of the negotiations, says of long-term team members Spafford, Gary Adest (Biology--San Diego), Sally Sutherland (South and Southeast Asian Studies--Berkeley), and David Averbuck (Social Welfare--Berkeley), "Their cohesiveness, tenacity, spirit, consideration, diligence, and intellect were tremendous. They deserve to be thanked and honored. This could not have been done without these remarkable people."

We in Local 1990 ask that Marde include herself among those deserving thanks and honor for the great effort that went into the creation of the new contract. We believe that one of the most appropriate ways of showing our gratitude is to learn the contract and to offer support during this first crucial year of its implementation.

WHY I WANT A UNION

Phil Bonacich, President, Local 1990

I don't like the quality of relations in my department. It's not that we aren't nice people but that we are in a situation that brings out the worst in us.

The department makes important decisions; everything from the allocation of computers and office space to hiring and promotion decisions are made primarily at the department level. While it's nice to participate in these decisions, it has its cost. Every friendship between faculty members in our department is a threat to others because, inevitably, a friendship becomes translated into a coalition. Friends support each other. They discuss issues beforehand, they come to a consensus, and thus they exercise disproportionate power. Moreover, our cliques and coalitions tend to remain artificially small and exclusive; adding members means diluting the pot. The competitive struggle for resources and promotions means that almost without exception each of us has angered and hurt many other members of the department. These histories of past insults are barriers between us.

Our rigid status system also creates barriers. Before I became Chair, I thought that there were four important levels among us: lecturer, and assistant, associate, and full professor. Only after becoming Chair did I become aware that the system was more elaborate and petty than that. There are eight levels of full professor and every full professor cares deeply about his or her position, even though the salary differences are small. Many feel resentful about unjust treatment. Many feel some contempt for those "beneath" us, although, of course, the type of job market one faced when hired and University policies at the time of one's critical promotions play a large part in determining one's status.

Our unthinking adherence to a competitive model blinds us to the interests we share, interests that can be pursued in a union. We have gotten a series of substantial raises recently and the economic crisis of a few years ago seems to have passed. But I know there are things with which many of you are still dissatisfied. You don't like large classes. You feel that the University for its own political reasons is cramming too many students into this campus so that all resources (teachers, parking, cafeterias, etc.) are overburdened. You don't like the way the University spends so much money on athletic facilities and parking lots. You resent the way the University is substituting you (plus a word processor) for skilled typists. You feel you spend more time on committees than on your own work. You wish UCLA had a decent bookstore. You feel some unease about what will happen to your program in the next economic downturn.

I'm not saying that a union will be able to handle all these problems. But they are important issues and they lie outside the traditional concerns of the Academic Senate. The union is an ideal place for us to join together to face these problems.

STRENGTHENING OUR UNION

The ideal membership figure for any union is 100%. Local 1990 can't yet claim that figure, but we can all work to improve the membership numbers. If you're a member and know of others in your department who have not yet joined, please give them a copy of this newsletter. We would be happy to provide you with membership application forms if you'd like to distribute them. Contact Katherine King, Membership Chair, x51101, or Gail Livings, Staff Organizer, x51031, or any Executive Board member.

WHAT IS A VISITING LECTURER?

As the new academic year begins, we return to what is for us a changed university structure. How thoroughgoing the change will be is, to a significant extent, up to us. With our hard-bargained new contract now in place, lecturers begin a year that could see the emergence of a new identity to accompany our new title. We therefore face an essential issue: who will define what this new lecturer is?

In the coming months we will face problems of defining ourselves not in terms of teaching responsibilities or performance evaluation criteria--these are already defined in our detailed contract--but in terms of our place in the university community. We have a range of possibilities before us, from a University-imposed (lack of) status, on the one extreme, to a union-based assertion of who (and what) lecturers are, on the other.

Local 1990, the UCLA division of the UC-AFT to which lecturers belong, is the only forum we as academic professionals currently have open to us. We are excluded from the Academic Senate. We have not in the past served on University committees. Lecturers' publications, honors, and appointments are seldom publicized in University-sponsored publications. Up to this point, we have not had an organized means of presenting our views or responding to the views of University-recognized groups. What we have is our union connection only, and this is the year when we must begin to make full use of it. Lecturers at this university who are not union members and lecturers who do not actively involve themselves in union affairs are lecturers who have ceded their right to self-definition.

The Membership Newsletter provides information on University issues that affect us; it also provides information on how to become a union member and when and where union meetings and activities will be held. The greater the response is to the latter information, the stronger our base becomes for responding to the former.

As the year goes on, we'll see which of two possible identities our new title takes on: Lecturer, or ~~Visiting~~ Lecturer. It's up to us to work for a substantive transformation in preference to a nominal change.

MEMBERSHIP LETTERS

The editors welcome members' inquiries on union-related issues. Questions and answers will be published in future Newsletters. Send correspondence to the editors or to specific board members, whose names, titles, address, and campus phone numbers appear on the first page.

NOTE TO LIBRARIANS

The UFL, UC-AFT articles revised during Spring negotiations have been distributed to campus members. If you did not receive a copy, contact Miki Goral, x51693.

(Labor Donated)